

CONTINUING PROFESSIONAL DEVELOPMENT (“CPD”) FOR GEOSCIENTISTS

CPD Workshop, 2020
Tania R Marshall
(VP Professional Affairs)



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CONTINUING PROFESSIONAL DEVELOPMENT

Half life of knowledge is eight years. So, after eight years, half of what you know will be forgotten, irrelevant or just plain useless

(Sonnenberg 2003)



REGISTRATION

- Statutory/Professional
- SACNASP/GSSA
- Confirmation of qualifications, experience, character



CONTINUING PROFESSIONAL DEVELOPMENT

- Career-long personal process
- GSSA/SACNASP



PROFESSIONAL CONDUCT

- SACNASP /GSSA
- Codes (Ethics, Conduct, Practice)
- Complaints & Disciplinary
- Geoethics

COMPETENCE



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- ❑ CPD is a term used to describe learning activities that professionals take part in to develop and enhance their skills.

- ❑ It refers to the **process of tracking & documenting** the skills, knowledge and experience that you gain both formally and informally as you work, beyond any initial training.

-
- CPD
- requirements
- learning
- professional needs
- action
- understanding
- keeping
- plan
- annual
- record
- evaluation
- 30hrs
- scheduled
- statutory
- framework
- pharmacists
- registrant
- unscheduled
- planning
- assessment
- identified
- unplanned
- reflection
- pharmacy activities
- need
- standard
- framework



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- It is self-directed: driven by you, not your employer or your registration authority
- On-going programme of personal development
 - It includes both formal and informal learning
 - It helps you set development goals and objectives
- Planned programme throughout your working life
 - Uncovers gaps in your skills and capabilities
 - It helps keep you up-to-date with the latest advancements in your field of practice
 - Technical/academic/procedural, etc.



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CONTINUING PROFESSIONAL DEVELOPMENT WHY?



- ☐ Fundamental Values of Geoethics (applicable to all geoscientists)
 - *Competence, including regular training and life-long learning;*
- ☐ Cape Town Statement of Geoethics (an international consensus)
 - *... I will continue lifelong development of my geoscientific knowledge.*
- ☐ CPD is implicit in the GSSA Code of Ethics (Clause 7) which is incumbent upon Members
 - Demonstrating CPD record is not a requirement of GSSA membership
 - Highly recommended for personal advancement of professionalism
 - Highly recommended for both academic and industry geoscientists

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*The goal is personal development, not simply
collecting CPD credits*



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CONTINUING PROFESSIONAL DEVELOPMENT WHY?



**Register to
be Recognised !**

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- ☐ **SACNASP Act 25774 of 2003**
 - Section 18 (2) A person may not practice in [geological science, earth science] unless he or she is registered
- ☐ **CPD is a requirement for retaining SACNASP registration**
 - Irrespective of whether the individual is employed in applied, academic or State ambits

*The goal is personal development, not simply
collecting CPD credits*



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South African Council for Natural Scientific Professions
Integrity in science

Develop your career with SACNASP

Dear Registered Scientists

SACNASP introduced CPD in 2017 and the first cycle is due for completion 2022. In order to be completely compliant with SACNASP's CPD policy you will need to have achieved the following by 2022. Please note your cycle starts on your registration date so not all cycles end at the same time.

The audit of portfolios will commence January 2022.

From April 2021 Candidate Natural Scientists will be required to complete CPD activity in order to upgrade so please also take a look at what is required

CONTINUING PROFESSIONAL DEVELOPMENT WHY?

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SACNASP CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

SACNASP under the terms of the Natural Professions Act of 2003 is required to register professionals in the field of natural science. Equally important is the requirement to renew their professional registration. In light of this, SACNASP has developed and implemented a fully-fledged CPD system.

What does this mean? It means that professionals must complete CPD activities over a 5-year cycle to stay compliant and to renew their professional registration.

(<https://cpd.sacnasp.org.za/#/>)

The goal is personal development, not simply collecting CPD credits

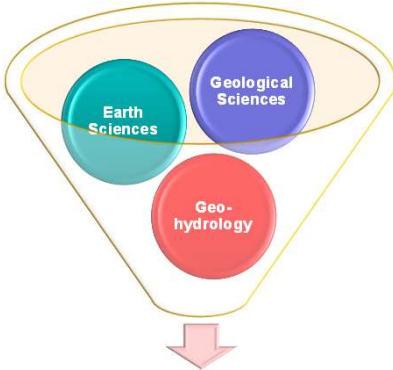


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GSSA



SACNASP


Professional Affairs in the Geosciences in South Africa is a joint SACNASP and GSSA process.

CONTINUING PROFESSIONAL DEVELOPMENT How?

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☐ GSSA is the Voluntary Association (VA) representing most geoscientists (earth & geological sciences, including geohydrology) at SACNASP

- GSSA and SACNASP signed MOU to avoid duplication of effort for members



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CONTINUING PROFESSIONAL DEVELOPMENT

How?

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SACNASP-Registered GSSA Member

SACNASP

GSSA

- ❑ SACNASP-registered GSSA members can choose to record CPD credits on either GSSA or SACNASP website and be mutually recognised by the other organisation
- ❑ Compliance with one system will be deemed to be compliance with the other.

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CONTINUING PROFESSIONAL DEVELOPMENT

How?

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- ❑ Although there are many elements common to both classifications, the GSSA and SACNASP systems are completely different in the way they allocate credits.
 - Different basis for accumulation of credits
 - Different number of credits for different activities
 - Different combinations/classifications of activities
- ❑ It is not possible to simply transpose information/credits from one system to another. Credits obtained in one system cannot simply be reflected in the other.
 - If a member logs their CPD credits through the GSSA, the individual points will not simply reflect on the SACNASP website (and vice-versa).
 - PPI, cyber-security

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CONTINUING PROFESSIONAL DEVELOPMENT How?

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- ❑ The choice to log CPD credits through the GSSA or through SACNASP is yours
 - Each member must decide for themselves which method they will use
 - Each system is a stand-alone structure.
 - A combination of the two is not allowed.

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CONTINUING PROFESSIONAL DEVELOPMENT SACNASP SUMMARY

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- ❑ Five-year CPD Cycle
 - From 1 April 2017 to 31 March 2022.
 - Or five years from the date of membership
 - Everything then reverts to zero and the following five-year cycle begins.
 - Registrants need 25 credits in a 5yr cycle (FIVE credits/year)
- ❑ There are THREE categories in which to claim credits
 - CPD credits to be obtained in at least two of the three categories
 - At least 1 credit/year from Category 1



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CONTINUING PROFESSIONAL DEVELOPMENT SACNASP SUMMARY

❑ CATEGORY 1 (DEVELOPMENTAL ACTIVITIES)

- **Compulsory activity**
- Geoscience-related (local/international), formal, technical courses, workshops, conferences, lectures, seminars, etc.
 - In-house events
 - On-line events
- All events subject to validation by SACNASP
- Need to be accompanied by a certificate of attendance/completion issued by the organiser
- Require 1 credit/year
 - 5 credits over a 5-year cycle
- 1 credit = full-day activity (or 0.1credit/hr)



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CONTINUING PROFESSIONAL DEVELOPMENT SACNASP SUMMARY

❑ Event Accreditation (Category 1 activities)

- All GSSA/SAIMM/SAMCODES courses are automatically accredited for CPD points
- Any course run by approved Tertiary Institutions or Government Departments is automatically accredited (accreditation done by them)
- All other bodies, such as private companies or PCO's, would need to have the contents of every event they provide for in this Category of CPD accredited (through SACNASP)
 - Register on the SACNASP website (www.sacnasp.org.za) as a training provider
 - Submit the material for validation, SACNASP (in conjunction with the appropriate VA) will validate the activity.
 - A fee for such evaluation and accreditation would be charged by SACNASP
- Confirm PCO registration for SACNASP credits – SACNASP Validation #



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❑ GSSA Course accreditation:

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- For GSSA courses, contact GSSA (info@gssa.org.za)
- For all other courses, contact the course coordinator and/or SACNASP



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The screenshot shows the top navigation bar of the SACNASP website with links: HOME, ALL COURSES, ABOUT US, MORE ABOUT CPD, CONTACT US, LOGIN TO MY ACCOUNT, and a Cart icon. Below the navigation bar is a dark blue header with the text 'All Courses'. A red oval is drawn around the text 'Click here to access more training/events' in the header. Below the header is a section titled 'Select Course Categories' with a dropdown arrow. Below this are four course cards: 'Occupational Health, Safety and...' (priced at \$1500.00), 'CPD Guidelines – Pre-Construction', 'CPD Webinar 10: ISO/IEC 17025:2017', and 'CPD Article – Internal Audits' (labeled 'Free').

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 On-Line CPD Website

(<https://www.sacnasp.org.za>)

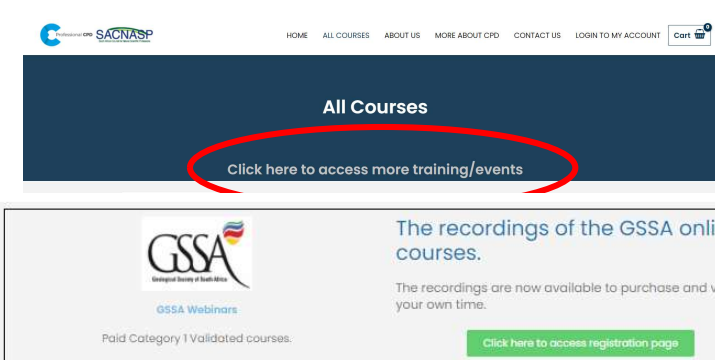
- Click on “CPD”
- Use your registration number and ID number to log in.
- Then select “On-line CPD” from the drop-down menu



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CONTINUING PROFESSIONAL DEVELOPMENT SACNASP SUMMARY



The recordings of the GSSA online courses.


The recordings are now available to purchase and view in your own time.

[Click here to access registration page](#)

Category 1

On-Line CPD Website
(<https://www.sacnasp.org.za>)


- Click on “CPD”
- Use your registration number and ID number to log in.
- Then select “On-line CPD” from the drop-down menu
- Select “more training/events”



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CONTINUING PROFESSIONAL DEVELOPMENT SACNASP SUMMARY

CATEGORY 2 (WORK-RELATED ACTIVITIES)


- 2A Natural Scientific Work: 1 credit = 400 hours (50 days)
 - Science-related work (not include management time)
 - Max 2 credits for 800 hours of work per year
- 2B Mentoring of SACNASP Candidates : 1 credit = 50 hours
 - Max 1 credit/year
 - Formal mentoring programmes
 - In-house skills training sessions (organised by an employer/natural scientific company) and career guidance for Candidates.



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□ CATEGORY 3 (INDIVIDUAL ACTIVITIES)

- 3A Membership of a recognized Voluntary Association:
 - 1 credit/year
- 3B Individual Activities
 - 10 hours/credit to a maximum of 3 credits (30hrs)/year
 - All activities under this item must be verified.
 - Papers presented at conference (1 credit each)
 - Publication in a peer-reviewed journal (2 credits/article for single author)
 - Publication of technical articles (1 credit per article)
 - Completion of a post-graduate degree (5 credits once-off)
 - Evaluation of PhD/MSc thesis as external examiner (2 credits)

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CONTINUING PROFESSIONAL DEVELOPMENT SACNASP SUMMARY

□ CATEGORY 3B (INDIVIDUAL ACTIVITIES):



- Lecturing and supervision of post-graduate students
- Participation in statutory, professional, institutional, technical or non-technical committees or task groups (SACNASP, GSSA, SAIMM, University, CGS, SAMCODES, etc.).
- Evaluation of educational programmes at Universities/Technikons
- Evaluation of educational qualifications for SACNASP's Qualifications Examination Committee
- Evaluation of competence and applications for registration for SACNASP's Registration Committees, RPL Committees and Professional Advisory Committees
- Self-study which includes, but is not restricted to, studying of journals or electronic or computerised material (includes 3B webinars on SACNASP CPD site).
 - All activities under this item must be verified.

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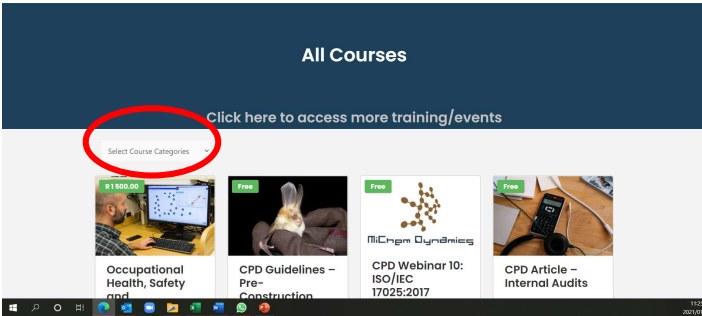
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CONTINUING PROFESSIONAL DEVELOPMENT
SACNASP SUMMARY

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Click here to access more training/events

Select Course Categories

Occupational Health, Safety and

CPD Guidelines – Pre-Construction


CPD Webinar 10: ISO/IEC 17025:2017

CPD Article – Internal Audits


On-Line CPD Website

<https://www.sacnasp.org.za>

- Click on “CPD”
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Register to be Recognised!



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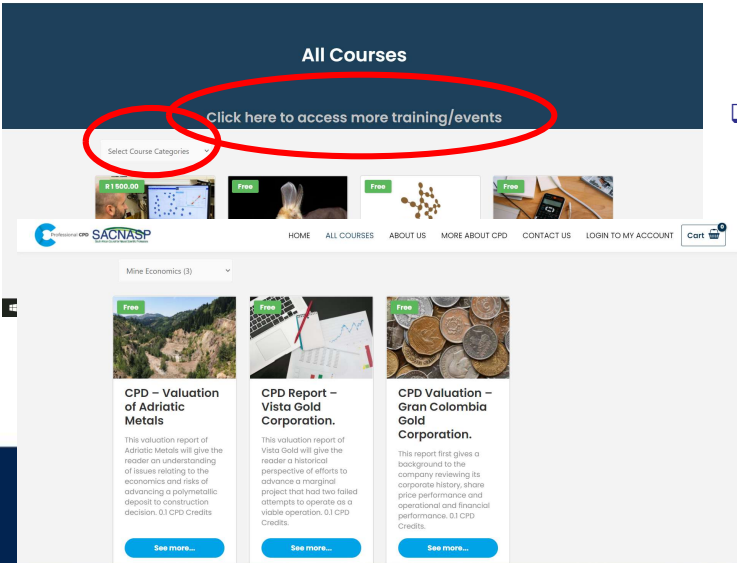
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CONTINUING PROFESSIONAL DEVELOPMENT
SACNASP SUMMARY

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Click here to access more training/events

Select Course Categories

Mine Economics (3)

CPD – Valuation of Adriatic Metals


CPD Report – Vista Gold Corporation.

CPD Valuation – Gran Colombia Gold Corporation.


On-Line CPD Website

<https://www.sacnasp.org.za>

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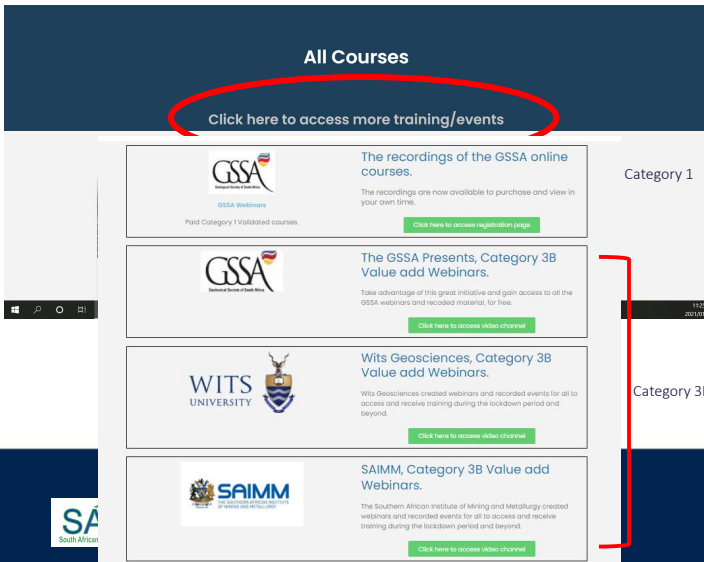
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CONTINUING PROFESSIONAL DEVELOPMENT SACNASP SUMMARY



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☐ On-Line CPD Website (<https://www.sacnasp.org.za>)

- Click on “CPD”
- Use your registration number and ID number to log in.
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- Select “more training/events”

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CONTINUING PROFESSIONAL DEVELOPMENT SACNASP SUMMARY



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☐ SACNASP allows various exemptions and partial exemptions

- Retired people (not working) are exempt
 - Most retired scientists (still working) are exempt from Category 1 activities
 - See policy document for definition of “retired”
- Other special exemptions/dispensations exist

From April 2021 Candidate Natural Scientists will be required to complete CPD activity in order to upgrade so please also take a look at what is required

☐ Refer to the latest policy document and website for current details.

- V7 (as of March 2020)

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Log onto
<https://cpd.sacnasp.org.za>



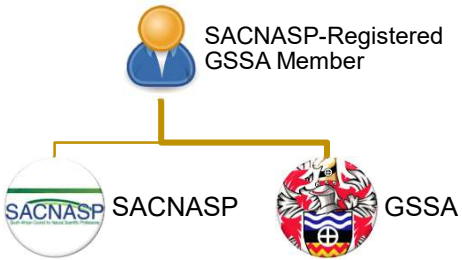
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CONTINUING PROFESSIONAL DEVELOPMENT GSSA

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☐ SACNASP-registered GSSA members can choose to record CPD credits on either GSSA or SACNASP system and be mutually recognised by the other organisation

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CONTINUING PROFESSIONAL DEVELOPMENT How?

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☐ Although there are many elements common to both classifications, the GSSA and SACNASP systems are completely different in the way they allocate credits.


☐ It is not possible to simply transpose information/credits from one system to another. Credits obtained in one system cannot simply be reflected in the other.

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CONTINUING PROFESSIONAL DEVELOPMENT GSSA

❑ Geoscience specific

- Specifically applicable to members employed in minerals, metals, O&G and related industries
- Specifically cognizant of issues around unemployed, retrenched, consulting, retired or field-based Members
- Can be used by GSSA members wherever they live/work – does not rely of GSSA content only;
- Have MOU in place with SACNASP for mutual recognition of CPD credits
- Developing MOUs with international geoscience organisations for mutual recognition of CPD systems
 - Global Geoscience Professionalism Group (GGPG)
 - SAIMM

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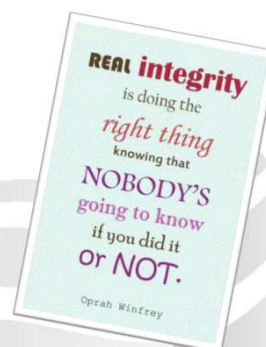
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CONTINUING PROFESSIONAL DEVELOPMENT GSSA

❑ The GSSA CPD system is based on the following principles:

- GSSA members not obligated to log CPD – professional best practice
- The system is underpinned by the presumption of honesty and integrity by the membership.
 - Good governance requires that it is subject to annual audits by both GSSA and SACNASP
- CPD points/credits are based upon activity units called Professional Development Hours (PDH)
 - 1hour of professional development activity will be converted to CPD points (on a variable scale).
- Principles based (guidance not rules)
- The CPD cycle:
 - GSSA digital system has been operational since 2014
 - Concurrent with SACNASP cycle of 5yrs (April 2017 – March 2022)

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CONTINUING PROFESSIONAL DEVELOPMENT

GSSA

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Formal Learning

Knowledge Contribution

Self-directed Study / Informal Learning

Professional Practice

❖ Objective of 60 CPD credits annually

❖ Total of 300 CPD credits over a 5-year cycle

❖ *No category is obligatory - members are encouraged (not obligated) to collect points across the spectrum, as possible*

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CONTINUING PROFESSIONAL DEVELOPMENT

GSSA

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Formal Learning


Knowledge Contribution

Self-directed Study / Informal Learning

Professional Practice

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CONTINUING PROFESSIONAL DEVELOPMENT


FORMAL LEARNING

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- ❑ Attendance of a formally structured course, seminar, conference, workshop, field-trip, etc.
 - It is highly recommended that in each five-year cycle there is at least one SAMCODES course or workshop.
- ❑ One professional development hour (PDH) equates to 1 CPD.
 - A full-day course will attract 8 CPD points and a half-day course would attract 4 CPD points.
- ❑ Additionally, if this is a tested activity the CPD points would be weighted 1.5 times to recognise the additional effort required to study and pass the test.



- ❖ Goal of 40 CPD (5 days)
- ❖ Maximum of 80 CPD (carryover)
- ❖ **Module not obligatory**



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CONTINUING PROFESSIONAL DEVELOPMENT


FORMAL LEARNING

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- ❑ Such activities are not confined to GSSA-organised courses
 - Any relevant formal learning activities may be applicable (typically confined to related geoscience knowledge/skills provided by a third-party).
 - Examples include:
 - International events
 - Formal, structured, in-house training/conferences
 - Relevant e-learning, on-line courses or webinars
 - Live-streaming events
 - Correspondence courses




- ❖ Goal of 40 CPD (5 days)
- ❖ Maximum of 80 CPD (carryover)
- ❖ **Module not obligatory**



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CONTINUING PROFESSIONAL DEVELOPMENT

FORMAL LEARNING

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☐ Function related

- Technical (geoscience) courses
- Non-technical courses which focus on specific scenarios that exploration and mine geologists could face.
 - Financial Evaluation and Decision making for Geologists
 - Courses on the MPDRA or mining and exploration related law
 - CPD/Professionalism for Geoscientists
 - Geoethics
 - Job-related language/software courses




❖ Goal of 40 CPD (5 days)

❖ Maximum of 80 CPD (carryover)

❖ **Module not obligatory**


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CONTINUING PROFESSIONAL DEVELOPMENT

FORMAL LEARNING

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☐ The GSSA does not accredit specific courses

- Any applicable course can be included in the GSSA Formal Learning event list by the course coordinator or by a delegate.
 - No need to contact GSSA to confirm courses for GSSA (only SACNASP)
 - The individual delegate simply logs the course and claims the relevant number of PDH and CPD points through the GSSA website.
 - GSSA does not charge to add courses

☐ Although the GSSA does not validate courses, they do audit a sample of courses annually.

- If the member is selected for audit, then they may be asked to prove relevance of the course (especially non-technical courses).

☐ GSSA does not generally endorse 3rd party courses




❖ Goal of 40 CPD (5 days)

❖ Maximum of 80 CPD (carryover)

❖ **Module not obligatory**

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CONTINUING PROFESSIONAL DEVELOPMENT

FORMAL LEARNING


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☐ If you see your course is not listed:

- Contact course coordinator to add to list; OR
- Log on to GSSA website and manually add the course and relevant details;
- If you encounter problems, contact GSSA (info@gssa.org.za) providing
 - Course name & brief outline of course
 - Location and dates
 - Course coordinator and contact details



- ❖ Goal of 40 CPD (5 days)
- ❖ Maximum of 80 CPD (carryover)
- ❖ **Module not obligatory**



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FORMAL LEARNING

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☐ Course participants/delegates are encouraged to keep certificates of attendance where supplied, otherwise any relevant documentation

- Proof of attendance is not based on registration, need certificate of completion.
- Certificate required for examinable courses.
- There is a place to upload certificates to the website



- ❖ Goal of 40 CPD (5 days)
- ❖ Maximum of 80 CPD (carryover)
- ❖ **Module not obligatory**



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CONTINUING PROFESSIONAL DEVELOPMENT

GSSA



Formal Learning



Knowledge Contribution



Self-directed Study / Informal Learning



Professional Practice

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Formal Learning



Knowledge Contribution



Self-directed Study / Informal Learning



Professional Practice

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CONTINUING PROFESSIONAL DEVELOPMENT

KNOWLEDGE CONTRIBUTION

☐ The preparation and presentation of material contributing to professional development

- Includes (but not limited to) time spent preparing for and presenting at formal or informal events, leading field-trips, writing, publishing, reviewing/refereeing papers, reviewing theses, formal mentoring, etc.
- This does not include day-job activities*

☐ The time, effort and study involved will be suitably rewarded e.g. a 1PDH would attract 3CPD points.

☐ There is no maximum CPD for this category –contributors will receive the full benefit of their efforts

- A member can acquire many/most of their CPD points through this activity*



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CONTINUING PROFESSIONAL DEVELOPMENT KNOWLEDGE CONTRIBUTION


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☐ Presentation


- Guidance:* 5 hours of preparation per hour of (new) lecture (5hrs preparation + 1hr presentation = 6PDH *3 = 18CPD credits)
- Guidance:* 1-2 hours of preparation per hour of repeat lecture (1-2hr preparation + 1hr presentation = 3PDH*3 = 9CPD credits)
 - Presenters should keep copies of lectures and course programmes, or certificates of presentation for audit purposes.

☐ Post-graduate study

- Special dispensation of 10 (Hons), 20 (MSc), and 40 (PhD) PDH *in year of graduation*
 - Example: PhD: 40PDH*3=120CPD credits








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CONTINUING PROFESSIONAL DEVELOPMENT KNOWLEDGE CONTRIBUTION

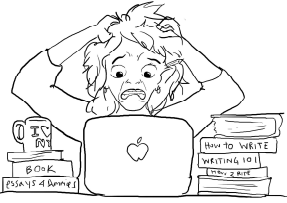
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☐ Writing a paper (published in a recognised, peer-reviewed journal)


- Guidance:* Sole/first author: 1PDH/page (± 500 words/page)
 - Example – an author publishing a 5,000 word paper could claim $10 \times 1\text{PDH} = 10\text{PDH}$ which is equivalent to $10\text{PDH} \times 3 = 30\text{CPD}$ credits
 - Subsequent author: 0.5PDH/page
- Does not include time spent on research (claimed elsewhere)*

☐ Publishing a book

- Guidance:* 20PDH (60CPD credits) in year of publication
- Does not include time spent on research (claimed elsewhere)*







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Formal Learning

Knowledge Contribution

Self-directed Study / Informal Learning

Professional Practice

CONTINUING PROFESSIONAL DEVELOPMENT
KNOWLEDGE CONTRIBUTION

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Formal Mentoring Programmes

- GSSA/SACNASP CMP
- WimSA, BridgeTheGap (BTG), SAIMM, etc.
- Formal company/university programmes
 - Need to provide logbook of meetings
- 3CPD credits/PDH
 - 40hr formal SACNASP partner CMP = 120credits

MENTORING







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CONTINUING PROFESSIONAL DEVELOPMENT
GSSA


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Formal Learning

Knowledge Contribution

Self-directed Study / Informal Learning

Professional Practice









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CONTINUING PROFESSIONAL DEVELOPMENT SELF-DIRECTED STUDY & INFORMAL LEARNING


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☐ As this is not a structured / intensive activity

- 1 hour of self-directed study / informal learning would attract 0.25 CDP points for each hour spent on the activity
 - 4PDH = 1CPD credit.
- This activity is subject to an annual maximum of 80 hours (or 20 CPD credits).



- ❖ Goal of 12 CPD (48 hours)
- ❖ Maximum of 20 CPD (80 hours)



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CONTINUING PROFESSIONAL DEVELOPMENT SELF-DIRECTED STUDY & INFORMAL LEARNING

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☐ Attendance at non-structured or informal geoscience-related lectures/field-trips;

- WimSA, Wits Geotalks, African Mining Network Dinner series, GSSA Lunchtime (on-line) lectures, SAIMM morning webinars, GSSA branch lectures, Alex du Toit Memorial Lecture, Overberg Geoscientists Group, GIA Knowledge Sessions, etc.

☐ Reading of relevant Journal articles

☐ Personal research

- Research for papers/presentations

☐ Viewing on-line presentations

- Informal/Technical
- Specialist YouTube channels



- ❖ Goal of 12 CPD (48 hours)
- ❖ Maximum of 20 CPD (80 hours)



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CONTINUING PROFESSIONAL DEVELOPMENT

GSSA

Formal Learning

Knowledge Contribution

Self-directed Study / Informal Learning

Professional Practice

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Formal Learning

Knowledge Contribution

Self-directed Study / Informal Learning

Professional Practice

CONTINUING PROFESSIONAL DEVELOPMENT

PROFESSIONAL PRACTICE

☐ Acceptable activities may include (but not confined to):

- The writing of, for example, standard practice notes (SOP's) or relevant articles for non-technical Journals, company newsletters/websites
- Leading or taking part in internal workshops, "career days", social/environmental upliftment activities (related to Social Licence to operate), etc.
- Attending relevant local/international trade shows, expos, or events such as Electra Mining, Mining Indaba, MIASA, etc.
- Being on the organising committee of relevant conferences, courses, workshops, etc.
- Actively contributing to one or more applicable statutory or professional organisations, committees, branches or councils (GSSA, SAIMM, SAMCODES, SACNASP, CGS, etc).
- Time spent in *informal mentoring* and being mentored

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CONTINUING PROFESSIONAL DEVELOPMENT PROFESSIONAL PRACTICE

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☐ Acquiring significant skill-sets such as could be added to a CV:

- Developing applicable soft-skills (face-to-face, on-line, correspondence, etc.)
 - Business skills
 - Interpersonal/communication/writing skills;
 - Language skills;
 - General software courses;
- On-the-job activities beyond the routine
 - Advanced 4-wheel driving courses, first-aid courses, fire-rescue training, OHS, etc.
- Courses which are not (geoscience) technical or functional in character
 - MBA

❖ 1CPD credit = 8PDH

❖ Goal of 8 CPD (64 hours)


❖ Maximum of 10 CPD (80 hours)






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CONTINUING PROFESSIONAL DEVELOPMENT

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☐ Formal Learning

- Attendance of a formally structured courses, field-trips, etc.

☐ Knowledge Contribution

- The preparation and presentation of a course or a lecture
- Time spent leading formal field-trips, writing, publishing, reviewing or refereeing papers, reviewing CPRs/IAR's for the JSE Readers Panel(s), reviewing theses, formal mentoring, etc.

☐ Self-directed study and Informal Learning

- Attendance at non-structured, informal lectures, field-trips;
- Reading of relevant Journal articles;
- Personal research.


☐ Professional Practice

- Acquisition of significant skill-sets such as could be added to a CV, including soft skills;
- The writing of, for example, articles for non-technical Journals
- Times spent organising relevant conferences, courses, workshops, etc.;
- Time spent on actively contributing to one or more applicable organisations or committees (GSSA, SAIMM, SAMCODES, etc.).
- Time spent in informal mentoring & being mentored

❖ Objective of 60 CPD points annually


❖ Total of 300 CPD credits over a 5-year cycle

❖ No category is obligatory



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CONTINUING PROFESSIONAL DEVELOPMENT

Activity	Annual PDH Objective	Weighting (Points/hr)	CPD Points	Maximum points per year
Formal Learning	5 days (40 PDH)	1 (1.5- Tested)	40	80
Knowledge Contribution	Not set	3		No maximum
Self directed study and informal learning	12 PDH (48 hours)	0.25	12	20
Professional Practice	8 PDH (64 hours)	0.125	8	10
Total	60		60	110

- ❖ Objective of 60 CPD points annually
- ❖ Total of 300 CPD credits over a 5-year cycle
- ❖ **No category is obligatory**




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CONTINUING PROFESSIONAL DEVELOPMENT

GSSA

- ❑ Formal learning
 - **Not obligatory**
 - On-line or correspondence courses (*webinars*)
- ❑ Knowledge contribution
 - Writing a paper
 - Preparing/presenting a presentation for internal/camp workshop
- ❑ Self-directed study and informal learning
 - Attendance at informal lectures (organised in the camp);
 - Reading of relevant Journal articles
 - Personal research
 - Viewing on-line presentations
- ❑ Professional practice
 - Developing related soft skills
 - The writing of articles for Geobulletin, GSSA website/Facebook
 - Informal mentoring
 - Organising, leading or taking part in internal workshops, social/environmental upliftment activities (related to Social Licence to operate)



Field-based geologists in remote areas



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CONTINUING PROFESSIONAL DEVELOPMENT GSSA

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- ❑ People who are unemployed or who have been retrenched or boarded during COVID-19 lockdown are not exempt.

- GSSA system designed so that these could give of their time and knowledge and still earn CPD, *without spending money*



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CONTINUING PROFESSIONAL DEVELOPMENT GSSA

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- Attend free on-line webinars, courses, lunch-time lectures, etc.
- Volunteering at a formal mentoring programme
- Become members of SAMCODES Committees or Working Groups
- Organising/participating in GSSA activities
- Assist with GSSA Website/Facebook/Geobulletin contributions
- Writing/reviewing technical papers for SAJG (or other journals) or related conference publications
- MSc/PhD students
 - Write up a paper (based on thesis) and publish in SAJG;
 - Present results at a GSSA event or lunchtime lecture
 - Sign up as a mentor



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CONTINUING PROFESSIONAL DEVELOPMENT GSSA



- ❑ Full exemption
 - Members who are **fully retired** (non-practicing members)
- ❑ Partial exemption (*two-thirds of CPD requirements – 40CPD/yr*)
 - Members on special leave
 - Maternity/paternity/parental leave
 - Extended sick-leave or leave-of-absence
 - Retired members not doing work of a geoscientific nature
 - Those not consulting, writing CP/CV reports or lecturing, etc.
 - Other **special circumstances** (case-by-case basis upon application and motivation)

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CONTINUING PROFESSIONAL DEVELOPMENT GSSA



AUDITOR



free digital photos.net

- ❑ GSSA Obligations
 - Provide CPD training opportunities, on-line CPD portal,
 - Send annual reminders to membership
- ❑ SACNASP Obligations
 - Provide CPD training opportunities, on-line CPD portal,
 - Send annual reminders to membership, audit compliance
- ❑ It is the **members responsibility** to:
 - Log PDH/CPD credits on the system of their choice
 - *Neither the GSSA, nor SACNASP, is responsible for recording or confirming a member's credits*
 - Download the CPD certificate from the GSSA website and upload it to SACNASP annually, during April.



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❖ *Onus is on each member to fulfil this obligation*



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CONTINUING PROFESSIONAL DEVELOPMENT

GSSA

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- ❑ Log onto GSSA website (www.gssa.org.za)
 - Go to “Members Access”
 - Update personal information (“Edit My Details – Additional Details”)
 - VIP – both GSSA and SACNASP ID numbers
 - **Indicate whether doing CPD through GSSA or SACNASP**
 - Input CPD activities (“My CPD Points” tab)
 - Annually (31st March), download/print professional, standardised report (*CPD_Log Report.pdf*) that must be uploaded to SACNASP website
- ❑ Log onto SACNASP website (<https://cpd.sacnasp.org.za>)
 - Log into portfolio
 - Upload CPD_Log Report.pdf as evidence of compliance



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SACNASP Recognized CPD Systems

How to Move or Change you CPD System

❑ Log onto <https://cpd.sacnasp.org.za>.



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Select Year to Update

SACNASP
Continuing Professional Development (CPD)

Dashboard

CPD Portfolio

On-Line CPD

Events

Documents

CPD Portfolio Activities

CPD Portfolio

Apr 2017 - Mar 2022

Download Print

Activities

Note. You have to update every year with the "approval letter" from the VA

5.0/25

Credits

Year 4

Year 3

Year 2

Year 1

Select the year to update

Year 1: 1 Apr 2017 - 31 Mar 2018

0 Credits

YEAR SUB TOTAL

SACNASP Approved CPD systems: Exempt Activities

5 credits for evidence uploaded per year

Add CPD accreditation from VA activity

SACNASP APPROVED CPD SYSTEMS CREDITS CLAIMED SUB TOTAL: 0

Cover note

Additional information about the cycle

I am changing my CPD portfolio to the GSSA CPD system.

Edit cover note

Change CPD system

Normal Achiever

Professional Natural Scientist

SIGN OUT

SACNASP

South African Council for Natural Scientific Professions

Complete & Submit

SACNASP
Continuing Professional Development (CPD)

Dashboard

CPD Portfolio

On-Line CPD

Events

Documents

CPD Portfolio

Annual Cycles ending 31 March 2022

New Exempt activity (SACNASP Approved CPD systems)

CPD accreditation from VA

Exemption based on Voluntary Association CPD validation (5 credits). If your VA has accredited you with CPD points, please attach as evidence below.

Name of Recognised Voluntary Association

The Geological Society of South Africa

Membership Number

Cycle year

Year 1 (1 Apr 2017 - 31 Mar 2018)

Date from

Format: dd-mm-yyyy, i.e. Day-Month-Year, e.g. 02-03-2002

01-04-2017

Date to

Format: dd-mm-yyyy, i.e. Day-Month-Year, e.g. 02-03-2002

31-03-2018

SACNASP Credits Claimed

5

Evidence

Add items that can be validate against activity

Select File also use 10MB

Upload the approval letter from the VA

Normal Achiever

Professional Natural Scientist

SIGN OUT

Save

Cancel

www.sacnasp.org.za

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Complete for All Years

SACNASP
Continuing Professional Development (CPD)

Dashboard

CPD Portfolio

On-Line CPD

Events

Documents

CPD Portfolio Activities

CPD Portfolio

Apr 2017 - Mar 2022

Download Print

Activities

The Geological Society of South Africa (an approved CPD systems)

20.0/25

Credits

Year 4

Year 3

Year 2

Year 1

5 Credits Per Year

Year 4: 1 Apr 2020 - 31 Mar 2021

5.0 Credits

YEAR SUB TOTAL

SACNASP Approved CPD systems: Exempt Activities

5 credits for evidence uploaded per year

TYPE OF ACTIVITY	DATE(S)	VOLUNTARY ASSOCIATION	FILES/EVIDENCE	CREDITS CLAIMED
CPD accreditation from VA	1/04/2020 - 31/03/2021	The Geological Society of South Africa	0 attached	5

Updated information

Edit Remove

Add CPD accreditation from VA activity

SACNASP APPROVED CPD SYSTEMS CREDITS CLAIMED SUB TOTAL: 5

Cover note

Additional information about the cycle

I am changing my CPD portfolio to the GSSA CPD system.

Edit cover note

Change CPD system

Normal Achiever

Professional Natural Scientist

SIGN OUT

SACNASP

South African Council for Natural Scientific Professions

Done & Compliant

SACNASP
Continuing Professional Development (CPD)

Dashboard

CPD Portfolio

On-Line CPD

Events

Documents

CPD Portfolio

Annual Cycles ending 31 March 2022

CYCLE REPORT

Compliance

You must get 25 credits over the 5 year cycle.

You must aim to achieve a minimum of 5 credits per year.

Your receive 5 credits per year if you update your portfolio with the recognised VA's CPD system

Period	Approved CPD system	Credits	Compliance	Action
Year 4. Apr 2020 - Mar 2021	5	5	Yes	✓ Edit
Year 3. Apr 2019 - Mar 2020	5	5	Yes	✓ Edit
Year 2. Apr 2018 - Mar 2019	5	5	Yes	✓ Edit
Year 1. Apr 2017 - Mar 2018	5	5	Yes	✓ Edit
Totals	20.0	20.0		

CPD Portfolio

View and edit my Portfolio of Evidence

Continue

SACNASP Documents

Download documents

Your SACNASP profile

View and update your SACNASP profile on the SACNASP Portal.

Continue

Events

View events & webinars

Normal Achiever

Professional Natural Scientist

SIGN OUT

www.sacnasp.org.za

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Geological Society of South Africa

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CONTINUING PROFESSIONAL DEVELOPMENT

GSSA

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For GSSA members who have elected to record their CPD credits on the SACNASP system

Download CPD certificate from SACNASP website

Attach it to your CV

Send to GSSA when/if requested

SACNASP

South African Council for Natural Scientists Professions

Register to be Recognised!

GSSA

Geological Society of South Africa

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CONTINUING PROFESSIONAL DEVELOPMENT

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Registered GSSA Member

SACNASP

SACNASP

GSSA

SACNASP-registered GSSA members can choose to record CPD credits on either GSSA or SACNASP system and be mutually recognised by the other organisation

Although there are many elements common to both systems, the GSSA and SACNASP systems are completely different in the way they allocate credits.

GSSA system is Geoscience specific

It is not possible to simply transpose information/credits from one system to another. Credits obtained in one system cannot simply be reflected in the other.

Each system is a stand-alone method of accumulating credits.

Professional Affairs in the Geosciences in South Africa is a joint SACNASP and GSSA process.

GSSA

Geological Society of South Africa

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Geological Society of South Africa

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P.S.

CONTINUING PROFESSIONAL DEVELOPMENT

CPD is a self-directed process and is the individual's personal responsibility

- Neither the company nor the professional/statutory body is responsible for providing (or paying for) CPD activities
- Neither SACNASP or the GSSA is responsible for logging, keeping track of, or submitting your CPD credits

Initiative

Personal Responsibility

Responsibility

Choices

GSSA
Geological Society of South Africa

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P.S.

CONTINUING PROFESSIONAL DEVELOPMENT

Employers can (but don't have to) also play a role, which is not necessarily financial

- Provide training opportunities and support:
 - Encourage attendance/presentation at external conferences, etc.
 - Provide internal training/mentoring/professional activities
 - Support for post-graduate studies
 - Support for publishing papers
 - Support for GSSA branch activities
- Mining Charter obligation to invest in Human Resource Development and to develop/implement career progression plans
 - Discuss your CPD programme with your company as part of your personal career progression plan

GSSA
Geological Society of South Africa

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